United Nations A/C.5/57/L.54

General Assembly

Distr.: Limited
3 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 116
Pattern of conferences

Draft resolution submitted by the Chairman following informal consultations

Pattern of conferences

The General Assembly,

Recalling its relevant resolutions, including resolutions 40/243 of 18 December 1985, 41/213 of 19 December 1986, 43/222 A to E of 21 December 1988, 52/214 of 22 December 1997, 54/248 of 23 December 1999, 55/222 of 23 December 2000, 56/242 of 24 December 2001, 56/254 D of 27 March 2002, 56/262 of 15 February 2002, 56/287 of 27 June 2002 and 57/283 of 20 December 2002,

Reaffirming its resolution 42/207 C of 11 December 1987, in which it requested the Secretary-General to ensure the equal treatment of the official languages of the United Nations,

Having considered the report of the Committee on Conferences[1] and the reports of the Secretary-General,[2]

Having also considered the report of the Advisory Committee on Administrative and Budgetary Questions,[3]

1. *Endorses* the recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in its report,[3] subject to the provisions of the present resolution;

2. *Takes note* of the report of the Committee on Conferences.[1]

[1] *Official Records of the General Assembly, Fifty-seventh Session, Supplement No. 32* and corrigendum (A/57/32 and Corr.1).
[2] A/56/901, A/57/228 and Add.1 and 2, A/57/289 and A/C.5/56/37.
[3] A/57/472.

03-26458 (E) 050303

I

Calendar of conferences and meetings

1. *Notes with satisfaction* that the Secretariat took into account the arrangements referred to in General Assembly resolutions 53/208 A of 18 December 1998, 54/248, 55/222 and 56/242 concerning Orthodox Good Friday and the official holidays of Id al-Fitr and Id al-Adha, and requests all intergovernmental bodies to observe those decisions when planning their meetings;

2. *Reaffirms* its decision that the headquarters rule shall be adhered to by all bodies, and decides that waivers to the headquarters rule shall be granted solely on the basis of the calendar of conferences and meetings of the United Nations, as recommended by the Committee on Conferences for adoption by the General Assembly;

3. *Also reaffirms* the relevant provisions established by the General Assembly in its resolution 50/11 of 2 November 1995 on multilingualism;

4. *Requests* the Secretary-General, when planning the calendar of conferences and meetings, to avoid simultaneous peak periods at the various duty stations and to avoid scheduling meetings of related intergovernmental bodies too closely together;

5. *Also requests* the Secretary-General to ensure that any modification to the calendar of conferences and meetings is implemented strictly in accordance with the mandate of the Committee on Conferences and other relevant General Assembly resolutions;

6. *Reaffirms* that the Advisory Committee on Administrative and Budgetary Questions, when deciding upon its meeting schedule, including meetings away from Headquarters, should take into account the programme of work of the Fifth Committee;

II

A. Utilization of conference-servicing resources and facilities

1. *Notes with deep concern* that the overall utilization factor at the four duty stations in 2001 dropped six points below the benchmark of 80 per cent, with a 14 per cent drop in New York, which accounted for the overall decrease;

2. *Urges* the secretariats and bureaux of bodies that underutilize their conference resources to work more closely with the Department and to consider changes to their programme of work, including adjustments based on previous patterns for recurring agenda items, with a view to reducing underutilization;

3. *Notes with appreciation* that, as a result of the establishment of a permanent interpretation service at the United Nations Office at Nairobi, the number of meetings at which interpretation services have been provided increased by 23.5 per cent in 2001 and the number of events held increased by 10 per cent;

4. *Notes with concern* that the severe constraint of adequate conference facilities at the United Nations Office at Nairobi poses a serious challenge for any further increase in utilization;

5. *Reiterates* its request to the Secretary-General, contained in section II, paragraph 24, of its resolution 56/242, to consider improving and modernizing the

conference facilities at the United Nations Office at Nairobi in order to accommodate adequately major meetings and conferences and to report thereon to the General Assembly at the main part of its fifty-eighth session through the Advisory Committee on Administrative and Budgetary Questions and the Committee on Conferences;

6. *Welcomes* the efforts made during the previous year to improve the utilization of conference services at the United Nations Office at Nairobi;

7. *Expresses regret* that the written report on utilization of conference facilities and services at the United Nations Office at Nairobi for the current period was not submitted for consideration by the Committee on Conferences;

8. *Requests* the Secretary-General to submit the aforementioned written report on utilization of conference facilities and services at the United Nations Office at Nairobi for consideration to the General Assembly during its second resumed fifty-seventh session, through the Committee on Conferences;

9. *Reaffirms* that all meetings of Nairobi-based bodies shall take place in Nairobi except as otherwise authorized by the General Assembly or the Committee on Conferences acting on its behalf;

10. *Strongly discourages* any invitation for hosting meetings which would violate the headquarters rule, in particular for United Nations centres with a low utilization level;

11. *Reiterates its encouragement* to the Secretary-General to continue to intensify efforts being made by the United Nations Office at Nairobi to attract more meetings to its facilities;

12. *Notes*, in the report of the Secretary-General,[4] that the percentage of requests met for meetings with interpretation in New York by regional and other major groupings of Member States continued to increase, from 92 per cent during the period 2000-2001 to 97 per cent during the period from July 2001 to April 2002, and that overall, for the four duty stations, 98 per cent of the requests were met, and encourages the Secretariat to maintain that trend;

13. *Requests* the Secretary-General, in this regard, to report to the General Assembly at its fifty-eighth session, through the Committee on Conferences, on the methodology that accurately reflects the situation of the provision of conference services to regional and other major groupings of Member States, taking into account the concerns raised in its resolutions 56/254 D and 56/287;

14. *Reaffirms* its decision in its resolution 56/242 to include all necessary resources in the budget for the biennium 2004-2005 to provide interpretation services for meetings of regional and other major groupings of Member States upon request by those groups, on an ad hoc basis, in accordance with established practice, and requests the Secretary-General to submit to the General Assembly at its fifty-eighth session, through the Committee on Conferences, a report on the implementation of this decision;

15. *Requests* the Secretary-General to provide information on meetings of regional and other major groupings of Member States not serviced by conference

[4] A/57/228, chap. II.B.3.

services in the context of the proposed programme budget for the biennium 2004-2005;

16. *Also requests* the Secretary-General to submit a separate detailed report to the General Assembly at its second resumed fifty-seventh session on the cost implications of providing more predictable and adequate conference services to the meetings of regional and other major groupings of Member States, for its consideration in the context of the proposed programme budget for 2004-2005;

17. *Further requests* the Secretary-General, when preparing budget proposals for conference services, to ensure that the level of resources proposed for temporary assistance is commensurate with the full demand for services, estimated on the basis of current experience;

18. *Requests* the Secretary-General to continue to report in writing on the utilization rates of interpretation services and conference facilities at all duty stations;

19. *Also requests* the Secretary-General to develop methods and indicators for assessing the performance of conference services from a full system standpoint, in particular their cost-effectiveness, efficiency and productivity in carrying out their mandates, taking into account the best practices and experiences of other bodies and organizations that provide analogous services, including, specifically, their experience in developing unit cost measures of full work processes, and to report thereon to the General Assembly at its fifty-eighth session through the Committee on Conferences;

20. *Encourages* the Committee on Conferences to keep under continued review the procedures for the participation of observers in the work of the Committee;

21. *Requests* the Secretary-General to continue to explore all possible options to increase further the utilization of the conference centre at the Economic Commission for Africa and to report thereon to the General Assembly at its fifty-eighth session through the Committee on Conferences;

B. Improving the performance of the Department of General Assembly Affairs and Conference Services

1. *Reaffirms* that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibilities for administrative and budgetary matters;

2. *Welcomes* the intention of the Secretary-General to develop, as soon as possible, with the advice and support of the Office of Internal Oversight Services, an implementation plan for the envisaged improvements, taking into account the provisions of the present resolution, and requests the Secretary-General to include progress indicators in the plan;

3. *Notes* the proposal to integrate the functions of the technical servicing secretariats of the Fifth and Sixth Committees of the General Assembly into the Department, and requests the Secretary-General to submit this proposal in the context of the proposed programme budget for the biennium 2004-2005 for further consideration;

4. *Recognizes* the need to develop or update existing workload standards so as to reflect functions performed by language staff not currently included, taking into account the best practices and experience of other bodies and organizations engaged in analogous work and drawing on expert advice, while taking into consideration the impact of technological innovations;

5. *Invites* the Secretary-General, in the light of the complex intellectual nature of the language services, to develop further the performance indicators in order to evaluate the quality of the functions performed by them to the satisfaction of the Member States;

6. *Reaffirms* the concepts of delegation of authority and enforcement of accountability, which should be applied in accordance with the relevant resolutions of the General Assembly;

7. *Stresses* that the Department is responsible for the implementation of policy, formulation of standards and guidelines, for overseeing and coordinating United Nations conference services and overall management of resources under the relevant budget section, while the United Nations Offices at Geneva, Vienna and Nairobi remain responsible and accountable for the day-to-day operational activities;

8. *Also stresses* that the responsibilities and functions of the Department and major duty stations in the budgetary and human resources areas should be clearly defined in accordance with the relevant mandates, taking into account specificities of the various duty stations and their functioning in the field of conference services, when enhancing global management;

9. *Requests* the Secretary-General, when implementing paragraph 8 of the present section, to ensure a comprehensive dialogue and coordination between the Department and the United Nations Offices at Geneva, Vienna and Nairobi, with advice from the Office of Internal Oversight Services, as required, in accordance with its mandate, in preparing revisions to the relevant secretariat's documents;

10. *Notes* the intention to strengthen and integrate editorial support functions, and stresses the importance of maintaining an official records editing function while strengthening the pre-editing functions in the Department so as to improve the timeliness of submission of documentation, as mandated by the General Assembly;

11. *Requests* the Secretary-General, as a follow-up to his report,[5] to report on how the reform initiative will involve the other major duty stations, taking into account their specificities and operational responsibilities, in the context of the present resolution;

12. *Also requests* the Secretary-General to ensure that the structural and name changes of the Department will be consistent with the existing mandates, inter alia, the medium-term plan, as well as ensuring the implementation of these mandates, and not lead to any involuntary personnel departures, and that they improve and not negatively affect the quality and timeliness of technical support services being provided to intergovernmental bodies or the quantity of production and distribution of documents in hard copies, as requested by Member States,

[5] A/57/289.

simultaneously in the six official languages, and to report thereon to the General Assembly at its fifty-eighth session;

13. *Concurs* with the observation of the Advisory Committee on Administrative and Budgetary Questions, contained in paragraph 6 of its report,[3] that a pragmatic approach should be followed in order not to introduce unnecessary restrictions on the ability of an intergovernmental body or conference to reach a successful conclusion;

III

Documentation- and publication-related matters

1. *Notes with deep concern* the low rate of compliance with the six-week rule for the issuance of documentation, and encourages the Secretary-General, in view of the impact of late submissions on the timely issuance of documents, to deal with this alarming situation;

2. *Reiterates its request* to the Secretary-General to ensure that documentation is available in accordance with the six-week rule for the distribution of documents simultaneously in the six official languages of the General Assembly;

3. *Reiterates its deep regret* concerning the failure of author departments to abide by section III, paragraph 5, of its resolution 55/222, and in this regard requests the Secretary-General to take corrective measures to ensure the full implementation of this provision;

4. *Requests* the Secretary-General to take all necessary measures to ensure compliance of the Secretariat, organizations, bodies and organs with the request contained in paragraph 3 of the present section, and to submit a report on violations to the General Assembly at its fifty-eighth session;

5. *Notes* that the failure to abide by section III, paragraph 5, of its resolution 55/222 also connotes failure to abide by the six-week rule for the availability of documents, as well as its resolution 50/11 of 2 November 1995 on multilingualism, in which the Assembly recalled the need to ensure the simultaneous distribution of documents in the six official languages of the United Nations;

6. *Notes with appreciation* that some progress has been made by the Secretary-General to comply with some of the provisions of section III, paragraph 5, of its resolution 56/242, and requests the Secretary-General to continue to direct all departments to include, where appropriate, the following elements in reports originating in the Secretariat:

(*a*) A summary of the report;

(*b*) Consolidated conclusions, recommendations and other proposed actions;

(*c*) Relevant background information;

7. *Reiterates* that all documents submitted to legislative organs by the Secretariat and expert bodies for consideration and action should have conclusions and recommendations in bold print;

8. *Reiterates its request* to the Office of Internal Oversight Services to submit its reports in accordance with paragraph 12 of General Assembly resolution 53/208 B of 18 December 1998;

9. *Regrets* that, if a report is issued late, some departments of the Secretariat still do not indicate the reasons for the delay when the report is introduced;

10. *Reiterates its decision* that, if a report is submitted late to conference services, the reasons therefor should be included in a footnote to the document;

11. *Notes with concern* the current situation of late submission and issuance of documents as well as its negative impact on the functioning of intergovernmental and expert bodies;

12. *Notes* that the Department will assign timing of submission of manuscripts that takes into account the programme of work of the session at which the report is to be considered and the time needed to produce the document simultaneously in the six official languages at a high level of quality;

13. *Also notes* the intention of the Secretary-General to improve the current situation of late submission and issuance of documents with this approach in order to comply more effectively with the existing rules on the issuance of documentation, and stresses in this regard that such an approach should be aimed at improving the functioning of the Secretariat and, at the same time, facilitating the work of Member States, and requests the Secretary-General to report thereon to the General Assembly at its fifty-eighth session;

14. *Reiterates* the need to develop a responsibility and accountability system within the Secretariat in order to ensure timely submission of documents for processing;

15. *Requests* the Secretary-General to submit a comprehensive report to the General Assembly at its fifty-eighth session on the implementation of paragraph 14 of the present section, taking into consideration section III, paragraph 10, of its resolution 56/242;

16. *Reiterates its request* to the Secretary-General to bring to the attention of the organs concerned, when they are taking action on draft resolutions and decisions, rules 78 and 120 of the rules of procedure of the General Assembly;

17. *Notes with concern* the delay in the issuance of verbatim and summary records, and in this regard requests the Secretary-General to take appropriate measures to ameliorate the situation;

18. *Reiterates its request* to the Secretary-General to study the possibility of further measures in this regard, including enhanced cooperation between the production of press releases by the Department of Public Information of the Secretariat and the preparation of summary records by the Department, bearing in mind the different nature of press releases and summary records;

19. *Also reiterates its request* to the Secretary-General to ensure the communication of resolutions adopted by the General Assembly to the States Members of the United Nations within fifteen days of the close of each session in order to overcome regrettable delays;

20. *Notes* the intention of the Economic and Social Commission for Western Asia to increase the percentage of documents available in Arabic to 100 per cent during the biennium 2004-2005, and in this regard reaffirms all its relevant resolutions in which it requested the Secretary-General fully to ensure the issuance

of all documents and publications of the Economic and Social Commission for Western Asia in Arabic;

21. *Requests* the Secretary-General to ensure the full implementation of paragraph 20 of the present section and to report thereon to the General Assembly at its fifty-eighth session;

22. *Stresses* the need to maintain the distribution of hard copy documents to Member States simultaneously in all official languages;

23. *Also stresses* that printing on demand should not negatively affect the quality of services provided and the quantity of documents required by Member States;

24. *Notes* the proposal to improve electronic access to United Nations collections, publications and parliamentary documents, and requests the Secretary-General to keep the internal capacity for the provision of hard copies at the request of Member States, subject to the relevant provisions of its resolution 56/242;

25. *Welcomes* the elimination of pouch or courier shipments of documents to duty stations in the light of the capability of duty stations to download and print their own copies from the Official Documents System or other United Nations databases;

26. *Requests* the Secretary-General to seek confirmation from Member States on the number of hard copy document sets required by each Member State;

27. *Notes* the intention of the Secretary-General to engage in consultations with universities, depository libraries and other institutions regarding the continued provision of United Nations documentation to them;

28. *Requests* the Secretary-General to provide a report on the outcome of the aforementioned consultations to the General Assembly at its fifty-eighth session;

29. *Reaffirms* section B of its resolution 52/214, and re-emphasizes that any reduction in the length of documents should not adversely affect either the quality of the presentation or the substantive content of the documents and that the reduction should be implemented in a flexible manner with respect to the consolidated reports;

30. *Reiterates* paragraph 20 of its resolution 54/249 of 23 December 1999, and requests the Secretary-General to address this issue in the context of the proposed programme budget for the biennium 2004-2005;

IV
Translation- and interpretation-related matters

1. *Notes with concern* that the Arabic and English units in the Interpretation Service at the United Nations Office at Nairobi are not yet fully staffed, and in this regard reiterates its request to the Secretary-General contained in section IV, paragraph 9, of its resolution 56/242 to fill expeditiously the remaining vacancies and requests the Secretary-General to report thereon to the General Assembly at its second resumed fifty-seventh session;

2. *Emphasizes* the importance of multilingualism and the equality of the six official languages of the United Nations;

3. *Requests* the Secretary-General, in the context of the proposed programme budget for the biennium 2004-2005, to make proposals so as to fill the de facto gap between the Spanish Translation Service and the other official language services with similar workloads, without any adverse effect on the other official language services;

4. *Takes note with concern* of the high vacancy rate in the Spanish Translation Service;

5. *Requests* the Secretary-General to take all necessary measures to fill expeditiously the vacant posts in all six official language services of the United Nations and to report thereon to the General Assembly at its fifty-eighth session;

6. *Also requests* the Secretary-General to submit a report to the General Assembly at its fifty-eighth session on the implementation of section IV, paragraph 6, of its resolution 56/242;

7. *Notes with deep concern* that some official documents are not translated into all the official languages of the Organization, and reiterates its request contained in paragraph 8 of its resolution 56/242;

8. *Requests* the Secretary-General to ensure that efforts continue to be made to improve the quality control of language services at all duty stations;

9. *Reiterates its request* to the Secretary-General to ensure that translation, in principle, reflects the specificity of each language;

10. *Also reiterates its request* to the Secretary-General, in order to improve further the quality of translation of documents issued in the six official languages, to ensure continuous dialogue between translation staff and interpretation staff, between United Nations headquarters in New York, Geneva, Vienna and Nairobi and between translation divisions and Member States with regard to the standardization of the terminology used;

11. *Further reiterates its request* to the Secretary-General to hold informational meetings in order to brief Member States periodically on the terminology used;

12. *Requests* the Secretary-General to conduct consultations, with the Member States concerned, on the improvement of the translation services;

13. *Recalls* section IV, paragraph 1, of its resolution 56/242, in which it requested the Secretary-General not to conduct further pilot projects on remote interpretation until technological developments so warrant, and in this regard requests the Secretary-General to take into consideration the experiences of international institutions and organizations in this area, as expressed in paragraph 102 of the report of the Secretary-General;[6]

[6] A/57/228.

V

Information technology

Emphasizes that the primary goal of the introduction of new technology should be to enhance the quality of conference services and to ensure their timely provision.

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Requests the Secretary-General to report to the General Assembly at its fifty-eighth session on the implementation of the present resolution.

United Nations A/C.5/57/L.55

General Assembly

Distr.: Limited
17 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda items 112 and 119

Programme budget for the biennium 2002-2003

Joint Inspection Unit

Draft resolution submitted by the Vice-Chairman following informal consultations

Report of the Joint Inspection Unit on the results approach in the United Nations: implementing the United Nations Millennium Declaration

The General Assembly,

Reaffirming its resolution 55/231 of 23 December 2000 and the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation,

Recalling its resolutions 56/253 of 24 December 2001 and 57/284 of 20 December 2002 and decision 57/575 of 20 December 2002,

Having considered the note by the Secretary-General transmitting the report of the Joint Inspection Unit entitled "The results approach in the United Nations: implementing the United Nations Millennium Declaration"[1] and the note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board thereon;[2]

1. *Takes note with appreciation* of the report of the Joint Inspection Unit entitled "The results approach in the United Nations: implementing the United Nations Millennium Declaration"[3] and of the note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board thereon;[2]

2. *Requests* the Committee for Programme and Coordination to consider the report of the Joint Inspection Unit and the comments of the Secretary-General and those of the United Nations System Chief Executives Board at its forty-third session and to report thereon to the General Assembly at its fifty-eighth session.

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[1] A/57/372.
[2] A/57/372/Add.1.
[3] See A/57/372.

03-28184 (E) 170303

United Nations A/C.5/57/L.56

General Assembly

Distr.: Limited
27 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 112
Programme budget for the biennium 2002-2003

Draft resolution submitted by the Vice-Chairman following informal consultations

Information and communication technology strategy

The General Assembly,

Recalling its resolutions 56/239 and 56/253 of 24 December 2001,

1. *Takes note* of the report of the Secretary-General on an information and communication technology strategy,[1] and welcomes the significant step it represents in developing a strategic framework to guide the further development of information and communication technology in the United Nations, as called for in its resolution 56/239;

2. *Stresses* the importance of information and communication technology as a strategic tool for strengthening the functioning of the United Nations, and recognizes its potential for application throughout the Organization to improve effectiveness and work practices, to facilitate multilingualism, including public information activities, and to enhance programme delivery, as mandated;

3. *Notes with interest* key elements of the approach set out by the Secretary-General, notably, the three broad areas of information sharing and dissemination, administration and management and the servicing of United Nations organs and governing bodies as a framework for classifying initiatives; as well as priority to robust infrastructure; system security; reliable field connectivity; internal human resources capacity-building; a governance structure; and the requirement to ensure that investments in information and communication technology generate tangible returns commensurate with their cost;

4. *Requests* the Secretary-General to provide further information and to make proposals, to be considered in the context of the proposed programme budget for the biennium 2004-2005, on the need for further strengthening of governance and central leadership arrangements, including: (a) a mechanism to assess the results achieved and apply the lessons learned; and (b) the suggestion made by the Advisory Committee on

[1] A/57/620.

03-28673 (E) 270303

Administrative and Budgetary Questions[2] that the head of the Information Technology Services Division of the Office of Central Support Services be enabled to act as a chief information and communication technology officer of the United Nations, and requests the Secretary-General also to make proposals on how best to reflect this function in the organizational structure of the Organization;

5. *Also requests* the Secretary-General to ensure that the information and communication technology requirements for the various duty stations and the regional economic commissions, in particular those located in developing countries, are fully integrated into the strategy, and that appropriate provision is made to enable the implementation of information and communication technology in those offices;

6. *Further requests* the Secretary-General to provide, in the context of the proposed programme budget for the biennium 2004-2005, the following additional information:

(a) An update on the status of projects identified in the strategy;

(b) The return on investment anticipated for planned and proposed major projects, in as quantitative terms as possible;

(c) Specific plans to strengthen the information and communication technology infrastructure and the functionality this would provide, measures to strengthen system security and the means to ensure system reliability and maintenance, indicating, where possible, how they compare with practices in similar organizations;

(d) The specific objectives for the planned or proposed further development of connectivity with the various duty stations, field missions, regional economic commissions, the International Court of Justice, the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 and the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994;

7. *Further requests* the Secretary-General to address, in the context of the proposed programme budget for the biennium 2004-2005, the optimum placement in the Organization of technical functions presently housed in the Information Technology Services Division that are not information and communication technology functions;

8. *Notes* that the provisions of the present resolution include guidelines that should assist the Advisory Committee on Administrative and Budgetary Questions in its consideration of the information and communication technology strategy, and decides to revert to this question and the report of the Secretary-General in the light of the observations and recommendations of the Advisory Committee thereon, in the context of the proposed programme budget for the biennium 2004-2005.

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[2] *Official Records of the General Assembly, Fifty-sixth Session, Supplement No. 7* (A/56/7), para. 87.

United Nations A/C.5/57/L.57

General Assembly

Distr.: Limited
26 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 123
Administration of justice at the United Nations

Draft resolution submitted by the Chairman following informal consultations

Administration of justice in the Secretariat

The General Assembly,

Recalling section XI of its resolution 55/258 of 14 June 2001,

Recognizing that a transparent, impartial and effective system of administration of justice is a necessary condition for ensuring fair and just treatment of United Nations staff, and important for the success of human resources reform in the Organization,

Having considered the report of the Secretary-General on administration of justice in the Secretariat,[1]

Having also considered the report of the Joint Inspection Unit entitled: "Reform of the administration of justice in the United Nations system: options for higher recourse instances"[2] as well as the comments of the Secretary-General and those of the United Nations System Chief Executives Board for Coordination thereon,[3]

Having further considered the report of the Advisory Committee on Administrative and Budgetary Questions on the same subject[4] as well as the letter from the President of the United Nations Administrative Tribunal addressed to the Chairman of the Fifth Committee,[5]

Affirming the importance of continuing efforts to ensure that the administration of justice within the United Nations is of the highest standard,

Also affirming the importance of the United Nations as an exemplary employer,

[1] A/56/800.
[2] A/57/441.
[3] A/57/441/Add.1.
[4] A/57/736.
[5] A/C.5/57/25.

03-29332 (E) 270303

1. *Stresses* the urgent need to ensure effective and expeditious administration of justice in the Organization, and requests the Secretary-General to ensure that the highest standards of efficiency, competence and integrity as well as the principles of fairness and due process serve as the paramount considerations in the system of administration of justice within the United Nations;

2. *Notes with concern* that the related reports were not introduced at its fifty-sixth session, as requested in its resolution 55/258 of 14 June 2001, in addition to being issued late for consideration at its current session;

3. *Regrets* that the present system of administration of justice in the Secretariat continues to be slow, cumbersome and costly;

4. *Also regrets* the serious delays in the appeals process, and requests the Secretary-General to ensure full cooperation and accountability in the internal system of justice, at all stages of the process, of the Department or programme manager whose decision has been challenged by the appellant;

5. *Requests* the Secretary-General to take steps to ensure the independence of the United Nations Administrative Tribunal and the separation of its secretariat from the Office of Legal Affairs, to study the possibility of its financial independence and to report thereon to the General Assembly at its fifty-eighth session;

6. *Takes note* of the report of the Secretary-General on administration of justice in the Secretariat,[1] the report of the Joint Inspection Unit entitled "Reform of the administration of justice in the United Nations system: options for higher recourse instances",[2] the comments of the Secretary-General and those of the United Nations System Chief Executives Board for Coordination thereon[3] and the report of the Advisory Committee on Administrative and Budgetary Questions on the same subject;[4]

7. *Endorses* the recommendation of the Advisory Committee contained in paragraph 8 of its report;

8. Welcomes the initiative taken by the Secretary-General in requesting the Office of Internal Oversight Services to conduct a management review of the appeals process, and in this regard concurs with the observations and recommendations contained in paragraphs 6 and 7 of the report of the Advisory Committee;

9. *Requests* the Secretary-General, taking due account also of the findings of the Office of Internal Oversight Services, to submit a report containing alternatives on strengthening the administration of justice by means of ensuring transparency and fairness in the provision of justice to staff of the Organization for consideration by the General Assembly at its fifty-eighth session;

10. *Also requests* the Secretary-General to entrust the Office of Internal Oversight Services with the inclusion in its report of measures to shorten the period required for the disposal of cases, including imposing deadlines at all stages of the process;

11. *Further requests* the Secretary-General to ensure that the Office of Internal Oversight Services includes in its report not only the procedures and functions related to the Joint Appeals Board but also those related to the Panel of

Counsel, the Administrative Law Unit and the secretariats of the Joint Appeals Board and the Joint Disciplinary Committee, as well as their impact on and contribution to the administration of justice;

12. *Welcomes* the establishment of the post of Ombudsman to strengthen informal conflict resolution mechanisms;

13. *Welcomes* the organization of basic legal training courses for new members of the Joint Appeals Board and the Joint Disciplinary Committee, and encourages the Secretary-General to continue his efforts in this regard without additional budgetary implications;

14. *Agrees* that the United Nations Administrative Tribunal should be strengthened through an amendment to its statute requiring that the candidates for the Tribunal possess judicial experience in the field of administrative law or its equivalent within the candidates' national jurisdiction, as recommended in paragraph 13 of the report of the Advisory Committee on Administrative and Budgetary Questions, and decides to take a decision on this matter at its fifty-eighth session;

15. *Notes* that the staff of the United Nations Secretariat and the specialized agencies are subject to two different systems of administration of justice, and in this regard requests the Joint Inspection Unit to continue to study the possibility of harmonizing the statutes of the United Nations Administrative Tribunal and the Administrative Tribunal of the International Labour Organization, bearing in mind the information contained in paragraphs 39 to 42 of the report of the Secretary-General[1] for consideration by the General Assembly at its fifty-ninth session;

16. *Requests* the Secretary-General to undertake a more in-depth analysis of the implications of ensuring that executive heads of organizations collaborate with the staff associations in the development of comprehensive legal insurance schemes to cover legal advice and representation for staff, with the view to ensuring equality of all staff in adversary procedures and the widest possible access of staff to the administration of justice;

17. *Also requests* the Secretary-General to strengthen the Panel of Counsel, as appropriate, taking into account the management review report to be submitted by the Office of Internal Oversight Services;

18. *Affirms* that the functions of staff members appointed to serve on joint bodies in the administration of justice are official in nature and are valuable to the Organization;

19. *Encourages* the Secretary-General to ensure that staff members appointed to serve on joint bodies of the internal justice system are given sufficient time off from their substantive responsibilities to discharge their responsibilities, including adjustment of work in their substantive offices;

20. *Requests* the Secretary-General, in consultation with the Ombudsman and staff representatives, to present detailed proposals on the role and work of the Panel on Discrimination and other grievances for consideration by the General Assembly at its fifty-eighth session;

21. *Also requests* the Secretary-General to include statistics on the disposition of cases and information on the work of the Panel of Counsel in his annual report on the administration of justice in the Secretariat;

22. *Further requests* the Secretary-General to distribute a hard copy of the annual report of the Panel of Counsel to Member States, upon request;

23. *Requests* the United Nations Administrative Tribunal to submit a comprehensive report on its activities to the General Assembly;

24. *Reiterates its request* to the Secretary-General to establish a clear linkage between the administration of justice and responsibility and accountability in the United Nations Secretariat when decisions of the Administrative Tribunal result in losses to the Organization due to management irregularities;

25. *Also reiterates its request* to the Secretary-General to develop, as a matter of priority, an effective system of personal responsibility and accountability to recover financial losses to the Organization caused by management irregularities, wrongful actions or gross negligence of officials of the United Nations Secretariat that result in judgements of the Administrative Tribunal, and to report thereon to the General Assembly at its fifty-eighth session;

26. *Requests* the Secretary-General to expeditiously finalize and issue an administrative instruction on the implementation of section XI, paragraph 9, of General Assembly resolution 55/258;

27. *Also requests* the Secretary-General to continue to ensure that all decisions affecting the status of the staff should be communicated to the staff members concerned;

28. *Decides* to amend staff rule 110.4 (a) to read "No disciplinary proceedings may be instituted against a staff member unless he or she has been notified, in writing, of the allegations against him or her and of the right to seek the assistance of counsel in his or her defence at his or her own expense and has been given a reasonable opportunity to respond to those allegations", and to make similar amendments in staff rules 210.1 (b) and 310 (d);

29. *Also decides* to amend staff rule 111.2 (i) to read "A staff member may arrange to have his or her appeal presented to the panel on his or her behalf by counsel, at his or her own expense";

30. *Decides* to inscribe the item entitled "Administration of justice" on the provisional agenda of its fifty-eighth session.

United Nations A/C.5/57/L.58

General Assembly

Distr.: Limited
27 March 2003

Original: English

Fifty-seventh session
Agenda item 118
Human resources management

Draft resolution

Human resources management

The General Assembly,

Reaffirming its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997, 52/219 of 22 December 1997, 52/252 of 8 September 1998, 53/221 of 7 April 1999 and 55/258 of 14 June 2001 and its decision 56/462 of 24 December 2001, as well as its other relevant resolutions and decisions, subject to the provisions of the present resolution,

Having considered the relevant reports on human resources management questions submitted by the Secretary-General to the General Assembly for its consideration[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

I
Principles and role of the Office of Human Resources Management of the Secretariat

1. *Reaffirms* the principles set out in section I of resolutions 53/221 and 55/258 concerning human resources management and the role of the Office of Human Resources Management of the Secretariat;

2. *Requests* the Secretary-General to ensure that United Nations staff members adhere fully to the United Nations code of conduct as approved by resolution 52/252, in conformity with staff regulation 1.2 of the Staff Regulations of the United Nations and the principle set out in section I, paragraph 6, of resolution 53/221 concerning the integrity and independence of the international civil service;

[1] A/56/227, A/56/512 and Corr.1, A/56/701, A/56/816, A/56/846, A/57/16, A/57/30, A/57/126, A/57/224, A/57/276, A/57/293, A/57/310, A/57/413, A/57/414, A/C.5/56/3, A/C.5/57/L.3 and A/C.5/56/L.7.

[2] A/57/469.

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II
Human resources management reform

1. *Appreciates* the efforts by the Secretary-General aimed at reforming human resources management of the Organization, and in this regard reaffirms the importance of the central role of the Office of Human Resources Management in achieving this objective;

2. *Welcomes* the efforts of the Secretary-General to improve conditions of service within the framework of the common system, and affirms that his endeavours to improve performance, productivity and results across the Organization are a necessary complement to improved conditions of service;

3. *Endorses* the opinions of the Advisory Committee on Administrative and Budgetary Questions contained in paragraph 17 of its report on human resources management reform;[3]

4. *Requests* the Secretary-General to report to the General Assembly at its fifty-ninth session in a comprehensive manner on the achievements of the human resources management reform, when sufficient information will be available on the experiences of the Secretariat with the implementation of the reform initiatives as implemented within the prerogative of the Secretary-General or as approved by the General Assembly;

5. *Also requests* the Secretary-General to conduct a study, through the Office of Internal Oversight Services, on the impact of human resources management reform, in particular on the improvement of recruitment, placement, promotion and training, including an assessment of the role of the central review bodies and mobility, within the United Nations Secretariat, taking into account, inter alia, the relevant reports of the Joint Inspection Unit, and to report thereon at the fifty-ninth session;

6. *Further requests* the Secretary-General to ensure that all future reports on the implementation of the human resources management focus on the results of such measures;

Recruitment and placement

7. *Reaffirms* the provisions contained in section IV of resolution 55/258 on recruitment, placement and promotion, and requests the Secretary-General to ensure the full implementation thereof;

8. *Requests* the Secretary-General to ensure that the highest standards of efficiency, competence and integrity serve as the paramount consideration in the employment of staff, with due regard to the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

9. *Reiterates* the value of a transparent process of recruitment, placement and promotion in the Organization;

10. *Requests* the Secretary-General to ensure the accountability of programme managers in the staff selection process, in close collaboration with the

[3] A/57/469.

Office of Human Resources Management, and to report thereon to the General Assembly at its fifty-ninth session;

11. *Also requests* the Secretary-General to develop measures, as necessary, in cooperation with the Office of Internal Oversight Services and the Joint Inspection Unit, to prevent discrimination on the basis of nationality, race, gender, religion and language in the United Nations, in accordance with the principles of the Charter and the provisions of the Staff Regulations and Rules of the United Nations, and to report to the General Assembly during its fifty-ninth session;

12. *Reiterates* its concern about the continued high vacancy rates at some United Nations duty stations and regional commissions, especially those located in developing countries;

13. *Recalls* the findings, conclusions and recommendations of the Office of Internal Oversight Services following the inspection of the administrative and management practices of the United Nations Office at Nairobi,[4] and in this regard requests the Secretary-General to address the causes of the continuous high vacancy rates at all the heavily affected United Nations offices and regional commissions in developing countries, particularly those located in Africa, and to report thereon to the General Assembly at its fifty-ninth session;

14. *Requests* the Secretary-General to report to the General Assembly at its fifty-ninth session on the differences between the policies and procedures for staff recruitment, selection and appointment of the United Nations Secretariat and those of jointly funded organizations (for example the United Nations Joint Staff Pension Fund, the International Civil Service Commission and the Joint Inspection Unit), specifically addressing the mechanisms in these jointly funded organizations to ensure equal access to the opportunity to compete for positions, merit-based staffing and fairness and transparency in the selection process;

15. *Welcomes* the introduction of Galaxy, and requests the Secretary-General to ensure that it will enhance transparency, efficiency and effectiveness in the recruitment process of the United Nations system, subject to the framework of current mandates of human resources management of the Organization;

16. *Notes* that nationals from 186 Member States have submitted employment applications utilizing the Galaxy system;

17. *Requests* the Secretary-General to further improve Galaxy, including measures to deal with the increased number of applications, and to invite all the organizations of the United Nations system to use Galaxy for recruitment and to report on its performance to the General Assembly at its fifty-ninth session;

18. *Also requests* the Secretary-General to inform Member States monthly, through the United Nations web site, and upon request in hard copy, of appointments made;

19. *Further requests* the Secretary-General to ensure that relevant experience, knowledge and institutional memory acquired in the United Nations system are given due consideration in evaluating applications for promotion, consistent with the need to select staff on the basis of merit, demonstrated competencies and performance;

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[4] A/56/620.

20. *Requests* the Secretary-General, while filling vacant posts in the language services of the Secretariat, to ensure the highest quality of translation and interpretation in all six official languages;

21. *Recalls* its resolution 55/258, in particular section IV, paragraph 3, and draws attention to the difficulties related to access to information technology by some developing countries, including the least developed countries;

22. *Requests* the Secretary-General, in view of the above, to continue to maintain a system of circulation of hard copies of all vacancy announcements, in accordance with resolution 55/258, for distribution to all delegations, except those that indicate otherwise, as well as to continue the practice of receiving and processing of applications in hard copy;

23. *Also requests* the Secretary-General to provide information on Galaxy in all six official languages on the official United Nations web site;

24. *Reaffirms* the need to respect the equality of the two working languages of the Secretariat, reaffirms also the use of additional working languages in specific duty stations as mandated, and in this regard requests the Secretary-General to ensure that vacancy announcements specify the need for either of the working languages, of the Secretariat unless the functions of the post require a specific working language;

25. *Affirms* the need for vacant posts to be filled expeditiously, subject to operational requirements, and requests the Secretary-General to make efforts to complete the recruitment process without delay;

26. *Welcomes* the progress made in reducing the number of Member States that are unrepresented in the Secretariat;

27. *Expresses concern*, however, at the number of Member States that continue to be unrepresented and underrepresented in the Secretariat and the increase in the number of overrepresented Member States;

28. *Reaffirms* section IV, paragraph 8, of resolution 55/258, including the requirement for indicative means to measure progress in improving equitable geographical representation;

29. *Requests* the Secretary-General to provide information on these issues, including on section IV, paragraph 8, of resolution 55/258, in a separate, self-contained report for consideration at the fifty-ninth session of the General Assembly;

30. *Also requests* that the Secretary-General include an analysis of the level of underrepresentation in future reports on the composition of the Secretariat;

31. *Recognizes* that Galaxy should have a positive impact on improving equitable geographical distribution among Member States in the process of recruiting United Nations staff;

32. *Reiterates* its request to the Secretary-General, contained in section X, paragraph 3, of resolution 55/258, to further increase his efforts to improve the composition of the Secretariat by ensuring a wide and equitable geographical distribution of staff in all departments;

33. *Requests* the Secretary-General to hold the heads of relevant departments accountable for the human resources action plan and to ensure that they in turn take due account of equitable geographical representation when considering candidates on the list endorsed by the central review bodies, as well as on the roster, and to report to the General Assembly annually on progress made by departments on the implementation of their respective human resources action plans;

34. *Reaffirms* the established policies by which temporary staff are used to replace staff on extended sick leave or maternity leave or to cover essential work, which, as a result of vacancies, cannot be performed by regular staff;

35. *Requests* the Secretary-General to report on the function, relevant operational factors and incidence of temporary staff appointed at the Professional level or above for less than one year under the 100 series of the Staff Rules, and the implications for substantive appointments to the Secretariat;

36. *Invites* the Secretary-General to consider including the question of equitable geographical representation in the secretariats of the United Nations system on the agenda of the United Nations System Chief Executives Board for Coordination and to report to the General Assembly thereon at its fifty-ninth session;

37. *Reaffirms* that, in accordance with its resolutions 41/206 A of 11 December 1986, 53/221 of 7 April 1999 and 55/258 of 14 June 2001, no post should be considered the exclusive preserve of any Member States or group of States, including at the highest levels, and requests the Secretary-General to ensure that, as a general rule, no national of a Member State succeeds a national of that State in a senior post and that there is no monopoly on senior posts by nationals of any State or group of States, and to report thereon to the General Assembly at its fifty-ninth session;

38. *Reiterates* its request to the Secretary-General to take all necessary measures to ensure, at the senior and policy-making levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, including unrepresented and underrepresented States, in particular developing countries, in accordance with the relevant resolutions of the General Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat;

39. *Reiterates* its request, contained in section XIV, paragraph 2, of resolution 55/258, which recalled resolution 53/221, including the reaffirmation of the goal of 50/50 gender distribution by 2000 in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographic distribution, in conformity with Article 101 of the Charter, and taking into account the continuing lack of representation or underrepresentation of women from certain countries, in particular from developing countries as well as countries with economies in transition;

40. *Also reiterates* section III.C, paragraph 8, of resolution 51/226 of 3 April 1999, in which it strongly encouraged Member States to support the efforts of the United Nations and specialized agencies to increase the percentage of women in Professional posts, especially at the D-1 level and above, by identifying and regularly presenting more women candidates and by encouraging women to apply for posts in the Secretariat of the United Nations and the specialized agencies;

41. *Requests* the Secretary-General, in the light of ongoing concern about the underrepresentation of women in the United Nations, especially at senior levels, to undertake a comprehensive review of progress made towards the goal of 50/50 gender distribution, including, inter alia, the factors affecting progress, and to submit proposals to improve gender representation, particularly in offices in which women are underrepresented, to the General Assembly at its fifty-ninth session;

42. *Reiterates* that the national competitive examination programme is a useful tool for selecting the best-qualified candidates from inadequately represented Member States, and requests the Secretary-General to continue to hold the examinations for posts subject to geographical distribution at the P-2 and, if necessary, P-3 levels for those Member States;

43. *Reiterates* the policy that appointments at the P-3 level shall normally be made through competitive examination;

44. *Notes* that the time needed to complete a national competitive examination cycle from the deadline for the applications until the successful candidate is placed on the roster is one year or more, and requests the Secretary-General to significantly reduce the time needed, and to report thereon to the General Assembly at its fifty-ninth session;

45. *Recalls* paragraph 39 of its resolution 57/300 of 20 December 2002, and requests the Secretary-General to ensure that movement from the General Service to the Professional category should be consistent with legislative mandates;

46. *Notes with concern* the low proportion of staff below the age of 35 years, and requests the Secretary-General to examine the factors that inhibit the selection of young people and to report accordingly to the Assembly at its fifty-ninth session;

Mobility

47. *Welcomes* the efforts of the Secretary-General to develop a more versatile, multi-skilled, mobile and experienced international civil service;

48. *Recalls* section V of resolution 55/258;

49. *Stresses* in this regard that when implementing mobility policies the Secretary-General should ensure that:

- Mobility does not negatively affect the continuity and the quality of services and the institutional memory and capacity of the Organization;
- It does not lead to the transfer or abolition of posts as a result of vacancies;
- It has a positive impact in filling existing high vacancy rates in some United Nations duty stations and regional commissions;
- There is a clear differentiation between mobility within duty stations and mobility across duty stations and that the latter should be a more important factor in career development;
- Mobility is encouraged in all categories of Professional and higher level posts;

50. *Acknowledges* that mobility needs to be supported through greater efforts to improve conditions of life and work throughout different duty stations;

51. *Encourages* the Secretary-General to expedite, as appropriate, the agreements between the Secretariat and the United Nations funds, programmes and specialized agencies for all staff levels in relation to mobility;

52. *Requests* the Secretary-General to take the necessary steps to ensure that mobility will not be used as an instrument of coercion against staff;

53. *Also requests* the Secretary-General to closely monitor mobility and to submit proposals to the General Assembly, for its consideration at its fifty-ninth session, in order to solve any problems resulting from increased staff mobility;

Performance management and career development

54. *Acknowledges with appreciation* the achievements to date in establishing and promulgating organizational values and core and managerial competencies, expanded learning and development programmes and a revised performance management system as steps towards developing staff careers;

55. *Notes with appreciation* the Secretary-General's efforts to create a fair, equitable, transparent and measurable system of performance management for all staff, and encourages the Secretary-General to continue to develop a results-based culture that rewards excellent performance;

56. *Requests* the Secretary-General to implement all necessary measures to further enhance a comprehensive and systematic career development system, including in the areas of the performance appraisal system, training and competitive examinations, in order to provide for the recognition of competence and outstanding performance and to facilitate the continuous professional growth of staff at all levels, and to report to the Assembly on the progress made in the implementation of those measures at its fifty-ninth session;

57. *Requests* the Secretary-General to make specific proposals to make full use of the potential contribution of the United Nations System Staff College in the development of a common organizational culture and strengthening managerial skills and competencies;

Contractual arrangements

58. *Reaffirms* section III, paragraph 2, of its resolution 55/258, and reiterates its request to the Secretary-General to submit definitive and concrete proposals on new contractual arrangements, specifying the differences between existing and proposed types of appointments, for consideration by the General Assembly as soon as possible, and requests the Secretary-General, in the meantime, to continue current contractual arrangements in accordance with existing mandates;

III
Delegation of authority and accountability

1. *Requests* the Secretary-General, when implementing measures in regard to delegation of authority to programme managers, to strictly comply with the principles and policies established in section IV of resolution 53/221 and section VII of resolution 55/258;

2. *Also requests* the Secretary-General to report on a biennial basis on the progress made in the implementation of the provisions contained in section VII of resolution 55/258 and section IV of 53/221;

3. *Requests* the Secretary-General to report on the application of staff rule 104.14 (b) in the context of the comprehensive report on the implementation of human resources management reform;

4. *Requests* the Secretary-General to expeditiously finalize and issue new administrative instructions on the implementation of section VII, paragraph 8, of resolution 55/258;

IV
Monitoring capacity in the Office of Human Resources Management

1. *Endorses* the approach outlined by the Secretary-General to develop a more robust monitoring capacity in the Office of Human Resources Management;

2. *Takes note* of the intention of the Advisory Committee on Administrative and Budgetary Questions[5] to revert to this matter in the context of its review of the Secretary-General's proposed programme budget for the biennium 2004-2005;

3. *Emphasizes* the importance of monitoring of policies, guidelines and practices by the Office of Human Resources Management, and requests the Secretary-General to ensure that the proper screening process for recruitment, identifying the best qualified candidates, is conducted by the Office of Human Resources Management, in accordance with section IV, paragraph 7, of resolution 55/258, to continue to develop a comprehensive monitoring system and to report thereon to the General Assembly at its fifty-ninth session;

V
Consultants and individual contractors

1. *Takes note* of the report of the Secretary-General;[6]

2. *Reaffirms* that consultants shall not perform functions of staff members of the Organization nor have any representative or supervisory responsibility;

3. *Reiterates* that the Secretary-General should refrain from using consultants to carry out functions assigned to established posts and that consultants should be hired only in strict accordance with existing rules and relevant resolutions of the General Assembly and where expertise is not available within the Organization;

4. *Also reiterates* that in areas where consultants are frequently hired for a period of more than one year the Secretary-General should submit proposals, where necessary, for the establishment of posts and should report thereon to the General Assembly at its fifty-ninth session;

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[5] A/57/469, para. 15.
[6] A/57/310.

5. *Reaffirms* the guidelines, principles and comments contained in section VII, paragraph 11, of its resolution 53/221;

6. *Takes note* of the recommendation contained in paragraph 5 of the report of the Advisory Committee on Administrative and Budgetary Questions;[2]

7. *Endorses* the recommendation made by the Committee for Programme and Coordination at its forty-second session that the Secretary-General should make greater efforts to ensure geographical balance among qualified consultants and individual contractors;[7]

8. *Requests* the Secretary-General to report biennially, starting at the fifty-ninth session, on the use of consultants and individual contractors within the Secretariat and the regional economic commissions and the factors contributing to that, with statistics for each year of the two-year period, including information on their duties;

VI
Employment of retired former staff

1. *Endorses* the conclusions and recommendations on the employment of retirees, contained in paragraphs 10, 11, 13 and 14 of the report of the Advisory Committee on Administrative and Budgetary Questions;[2]

2. *Requests* the Secretary-General to have recourse to the employment of retirees only if the operational requirements of the Organization cannot be met by existing staff;

3. *Also requests* the Secretary-General to ensure that the employment of retired former staff has no adverse effects on the career planning and mobility of other United Nations staff members;

4. *Stresses* that hiring of former retired staff should be on an exceptional basis, and in this regard encourages the Secretary-General to fill vacant posts at senior and decision-making levels through the established staff selection process;

5. *Requests* the Secretary-General to report to the General Assembly at its fifty-ninth session on employment of retired former staff, including the criteria for selection of staff in the Professional categories, the number of staff hired for periods exceeding two years and the number of retired staff serving in posts that affect the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, as well as instances in which representative responsibilities before intergovernmental bodies are assigned to retired staff;

6. *Requests* the Secretary-General to include in the report referred to in paragraph 5 above, information on envisaged economy and efficiency gains in the context of language posts;

7. *Discourages* the Secretary-General from using retired staff to present reports to any intergovernmental body;

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[7] A/57/16, para. 45.

VII
Mandatory age of separation

1. *Takes note* of the report of the Advisory Committee on Administrative and Budgetary Questions,[7] and decides that, in order to prioritize the rejuvenation of the Secretariat, no further changes are required to the rule of the mandatory age of separation established at 60 years;

2. *Reaffirms* that retention in service beyond the mandatory age of separation shall be pursuant to the exceptions provided for in staff regulation 9.5, and *requests* the Secretary-General to report on the exceptions made and their circumstances on a biennial basis;

VIII
Placement of staff members serving in the Executive Office of the Secretary-General

Approves, in view of the special circumstances, the proposal contained in the report of the Secretary-General,[8] while emphasizing that the process must be transparent and in accordance with the Staff Regulations and Rules of the United Nations and requests the Secretary-General to report on the implementation of this procedure to the General Assembly as appropriate;

IX
Composition of the Secretariat

1. *Notes* the study conducted by the Secretariat as requested in section X, paragraph 4, of resolution 55/258, and decides to revert to this subject at its fifty-ninth session;

2. *Requests* the Secretary-General, as approved by its resolution 42/220 of 21 December 1987, to fully reach the level of posts subject to geographical distribution, which presently stand at 2,700, and to conduct a study which includes a comprehensive assessment of the system of geographical distribution and an assessment of the issues related to possible changes in the number of posts subject to the system of geographical distribution, bearing in mind Article 101 of the Charter and the efficiency and effectiveness of the Organization;

3. *Reiterates* its request to the Secretary-General, contained in section IV, paragraph 8, of resolution 55/258, to develop a programme and set specific targets as soon as possible for achieving equitable geographical representation for all unrepresented and underrepresented Member States, bearing in mind the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges;

4. *Notes with concern* the possibility of an increase in the number of unrepresented and underrepresented Member States with the Secretariat, according to the statistics provided by the Secretariat on the number of retirees for the period from 2003 to 2007;

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[8] See A/56/816.

5. *Requests* the Secretary-General to make efforts to avoid the increase of the number of underrepresented Member States, by paying due attention to equitable geographical distribution in the recruitment and selection process, bearing in mind the large number of retirees projected;

6. *Reaffirms its request* to the Secretary-General not to decrease the proportion of entry level posts at the P-1 to P-3 levels for budgetary purposes;

7. *Requests* the Secretary-General to include, for informational purposes, in the future reports on the composition of the Secretariat statistics on the composition of the General Service and related staff, national staff and project personnel, including nationality, gender and level;

X
Staff-management consultations

Reiterates its request, contained in section XI, paragraph 4, of resolution 53/221, that the Secretary-General take into account the views of staff representatives, in accordance with Article VIII of the Staff Regulations and Rules of the United Nations and its resolution 35/213 of 17 December 1980;

XI
Amendments to Staff Rules

Takes note of the reports of the Secretary-General;[9]

[9] A/56/227, A/57/126.

United Nations A/C.5/57/L.59

General Assembly

Distr.: Limited
26 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 117
Scale of assessments for the apportionment of the expenses of the United Nations

Draft resolution submitted by the Rapporteur following informal consultations

Scale of assessments for the apportionment of the expenses of the United Nations

The General Assembly,

Recalling all relevant resolutions,

1. *Takes note* of the report of the Secretary-General;[1]

2. *Requests* the Committee on Contributions to make recommendations on measures with a positive impact to encourage Member States to pay their arrears, and to report thereon to the General Assembly at its fifty-eighth session.

[1] A/57/76.

03-29758 (E) 260303

United Nations A/C.5/57/L.60

General Assembly

Distr.: Limited
26 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 122
Report of the Secretary-General on the activities of the Office of Internal Oversight Services

Draft resolution submitted by the Chairman following informal consultations

Report of the Secretary-General on the activities of the Office of Internal Oversight Services

The General Assembly,

Recalling its resolutions 48/218 B of 29 July 1994 and 54/244 of 23 December 1999,

Recalling further its resolution 56/246 of 24 December 2001,

Having considered the annual report of the Office of Internal Oversight Services for the period 1 July 2001 to 30 June 2002,[1]

1. *Notes with appreciation* the work of the Office of Internal Oversight Services;

2. *Takes note* of the annual report of the Office;[1]

3. *Welcomes* the continuing efforts of the Office to coordinate its programme with other oversight bodies, including the Board of Auditors and the Joint Inspection Unit;

4. *Stresses* the need for adequate supervision and record-keeping of peacekeeping equipment, proper inventory and internal control systems, sufficient control over mission accounts and compliance with procurement guidelines, and requests the Secretary-General to ensure that the applicable recommendations of the Office are fully implemented by the relevant departments and peacekeeping missions;

5. *Encourages* the Office to continue to help ensure better use of the resources of the Organization and to strengthen accountability throughout the Organization;

[1] A/57/451.

03-29782 (E) 270303

6. *Notes with concern* the findings of the Office on problem areas in the functioning and administration of the Investment Management Service of the United Nations Joint Staff Pension Fund, and requests the Secretary-General to ensure full and expeditious implementation of the relevant recommendations of the Office that are of critical importance.

United Nations A/C.5/57/L.61

General Assembly

Distr.: Limited
26 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 122
Report of the Secretary-General on the activities of the Office of Internal Oversight Services

Draft resolution submitted by the Chairman following informal consultations

Investigation into sexual exploitation of refugees by aid workers in West Africa

The General Assembly,

Recalling its resolutions 48/218 B of 29 July 1994 and 54/244 of 23 December 1999,

Recalling also paragraph 14 of Security Council resolution 1400 (2002) and paragraph 10 of Council resolution 1460 (2003),

Having considered the report of the Office of Internal Oversight Services on the investigation into sexual exploitation of refugees by aid workers in West Africa,[1]

Recognizing the important roles and responsibilities that humanitarian and peacekeeping personnel have in protecting and assisting vulnerable populations, especially refugees and internally displaced persons, and expressing appreciation for the valuable efforts of the vast majority of such personnel in this regard,

Expressing its grave concern at incidents of sexual exploitation and abuse against vulnerable populations, in particular refugees and internally displaced persons in West Africa and elsewhere,

Emphasizing that the highest standards of conduct and accountability are required of all personnel serving in humanitarian and peacekeeping operations,

1. *Takes note* of the report of the Office of Internal Oversight Services on the investigation into sexual exploitation of refugees by aid workers in West Africa;[1]

2. *Expresses its serious concern* that the conditions in refugee camps and communities may make refugees, especially women and children, vulnerable to sexual and other forms of exploitation;

[1] See A/57/465.

03-29776 (E) 270303

3. *Condemns* any exploitation of refugees and internally displaced persons, especially sexual exploitation, and calls for those responsible for such deplorable acts to be brought to justice;

4. *Emphasizes* the need to create an environment free of sexual exploitation and abuse in humanitarian crises through, inter alia, integrating the prevention of and response to sexual exploitation and abuse into the protection and assistance functions of all humanitarian and peacekeeping personnel;

5. *Notes with appreciation* the Plan of Action developed by the Inter-Agency Standing Committee Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises, and encourages all relevant agencies to pursue its effective and appropriate implementation;

6. *Requests* the Secretary-General to ensure that the remedial and preventive measures taken by the Office of the United Nations High Commissioner for Refugees and its implementing partners, the Inter-Agency Standing Committee and the Department of Peacekeeping Operations of the United Nations Secretariat, in response to recommendations of the Office of Internal Oversight Services are extended, as appropriate, to all peacekeeping missions, refugee camps, refugee-related operations and other humanitarian operations;

7. *Also requests* the Secretary-General to ensure that, in response to recommendations of the Office of Internal Oversight Services, clear and consistent procedures for impartially reporting and investigating instances of sexual exploitation and related offences are in place in all United Nations peacekeeping missions and humanitarian operations;

8. *Encourages* all United Nations organizations, funds and programmes, and specialized agencies and non-governmental organizations, to incorporate, as appropriate, into codes of conduct specific responsibilities of humanitarian aid workers to prevent and respond appropriately to sexual exploitation and abuse and to adopt appropriate disciplinary procedures for dealing with such violations when they occur;

9. *Recognizes* the shared responsibility, within their respective competencies, of United Nations organizations and agencies, and troop-contributing countries to ensure that all personnel are held accountable for sexual exploitation and related offences committed while serving in humanitarian and peacekeeping operations;

10. *Requests* the Secretary-General, in response to recommendations of the Office of Internal Oversight Services, to maintain data on investigations into sexual exploitation and related offences by humanitarian and peacekeeping personnel, regardless of age and gender, and all relevant actions taken thereon;

11. *Recalls* its decision that reports of the Office of Internal Oversight Services should be considered under the relevant items of the agenda of the General Assembly;

12. *Requests* the Secretary-General, in his implementation of the measures pursuant to the report of the Office of Internal Oversight Services, to proceed expeditiously also with the implementation of the present resolution, inter alia, by issuing as soon as possible his bulletin on sexual exploitation and abuse, and to report thereon to the General Assembly at its fifty-eighth session, including information on any new cases of sexual exploitation revealed and the measures taken to deal with such cases.

United Nations A/C.5/57/L.62

General Assembly

Distr.: Limited
27 March 2003

Original: English

Fifty-seventh session
Fifth Committee
Agenda item 111
Review of the efficiency of the administrative and financial functioning of the United Nations

Draft decision submitted by the Chairman

Action taken on certain items

The General Assembly, on the recommendation of the Fifth Committee, decides to defer until the second part of its resumed fifty-seventh session consideration of the following agenda items and related documents:

Items 111 and 118
Review of the efficiency of the administrative and financial functioning of the United Nations
Human resources management

Report of the Secretary-General on the gratis personnel provided by Governments and other entities;[1]

Report of the Advisory Committee on Administrative and Budgetary Questions on the gratis personnel provided by Governments and other entities;[2]

Item 112
Programme budget for the biennium 2002-2003

Report of the Secretary-General on the standards of accommodations for air travel;[3]

Note by the Secretary-General transmitting the report of the Joint Inspection Unit entitled "Support costs related to extrabudgetary activities in organizations of the United Nations system" (A/57/442);[4]

[1] A/57/721.
[2] A/57/735.
[3] A/57/485.
[4] A/57/442.

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Note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination on the report of the Joint Inspection Unit entitled "Support costs related to extrabudgetary activities in organizations of the United Nations system";[5]

Report of the Advisory Committee on Administrative and Budgetary Questions on the report of the Joint Inspection Unit on the support costs related to extrabudgetary activities in organizations of the United Nations system.[6]

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[5] A/57/442/Add.1.

[6] A/57/434, paras. 5-6.